

## FORENSICS SPECIALIST II

*We are looking for a creative and analytical Forensics Specialist II to contribute to the success of the Fremont Forensics lab!*



[Fremont Today!](#)

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## Why Join the Fremont Forensic Team ?

### The Department Mission Statement

*"Public Safety Through Professional Law Enforcement"* - The Department works in collaboration with our community to protect life and property, while enhancing the quality of life in our City. This is accomplished through the creative use of resources, community education and involvement, and interactive problem solving.



### We're Looking for someone who is:

- ♦ An organized overachiever. You will need to work in a fast-paced environment with competing requirements and deadlines.
- ♦ Analytical and data driven. You will understand and have the ability to use state-of-the-art equipment to help solve crimes.
- ♦ A skilled photographer who is able to assist with the photography of latent prints developed in the laboratory on a variety of surfaces.

### What you will do all day:

- ♦ Perform: forensic laboratory analysis of friction ridge skin, tire and shoe print impressions; biological evidence handling and safety, latent print analysis and comparison, CAL-ID/AFIS processing and procedures, forensic photography, digital photo and video imaging and enhancement, and preparation of courtroom exhibits.
- ♦ Help train department personnel on laboratory, crime scene, photography, and latent print procedures and practices.
- ♦ Ensure the security and integrity of evidentiary items.
- ♦ Research and propose the feasibility of new equipment and services.
- ♦ Testify in court.

### Unique Tools used in the Fremont Forensic Lab:

- ♦ One of only a limited number of CAL-ID terminals in Alameda County.
- ♦ Numerous processing techniques for fingerprint development including : ninhydrin, DFO, R6G, WetWop, iodine fuming, silver nitrate, Microsil, alternate light sources, and Photoshop.
- ♦ Digital photo lab.
- ♦ FARO 3D laser measurement technology.
- ♦ Crime Zone, a CAD-based crime scene drawing tool.
- ♦ Specialized training, including: photography, Photoshop, blood spatter analysis, fingerprint processing and comparison, AFIS/IAFIS systems, shoeprint and tire impression analysis and comparison, crime scene investigation, and court testimony.

### A few reasons you might love this job:

- ◆ You will directly contribute to the success of the forensic lab.
- ◆ You will be challenged at work every day.
- ◆ The work environment is amazing. You will work with people who are highly trained, energetic and driven.
- ◆ The state of the City of Fremont is strong. We enjoy a collaborative working relationship with all nine bargaining units and a balanced fiscal year budget.
- ◆ You will be recognized for the work you complete.
- ◆ You will have daily interactions with Investigators.
- ◆ The forensic lab plays a critical role in intelligence-led policing.
- ◆ You will have a direct impact on public safety.

### A few reasons you might not love this job:

- ◆ You will be required to demonstrate the utmost integrity on and off the job.
- ◆ You will be called on to creatively use all of your knowledge and training every day while on duty.
- ◆ You need a lot of direction. We will provide guidelines and processes, but you will be expected to come up with the strategies and techniques for growing partnerships and improving our current lab.
- ◆ You are intimidated in court. You will be required to serve as an expert witness on a routine basis.
- ◆ You will be required to pass a comprehensive and rigorous personal background check. [Background Process](#)

### The ideal Candidate for this job will typically have:

- ◆ A Bachelor's degree in forensic science, criminalistics, natural sciences, or a closely related field.
- ◆ Three to five years of experience performing friction ridge analysis, identification, and crime scene investigation in a local, county, state, and/or federal forensic laboratory or similar setting.
- ◆ Possession of an I.A.I. certificate as latent print examiner.
- ◆ A valid California Driver's License.
- ◆ Possession of an I.A.I certification as a Senior Crime Scene Analyst and experience with ISO Accreditation are highly desirable .

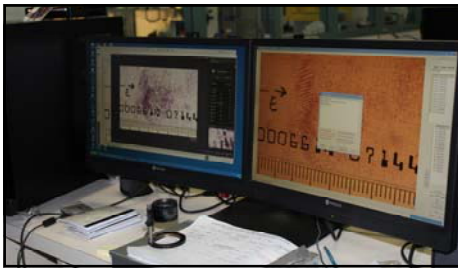
**How do I apply:** Apply online 24 hours a day through our online application system [Fremont Jobs](#)

*Fremont PD offers a unique work environment that empowers each and every employee to reach their highest potential. - Officer Lindsay Snyder*

*The Department truly values its employees... - Detective Bryce Loughery*

**Fremont Facts:** [Fremont Budget](#) , [Fremont Crime Statistics](#)





## Tentative Recruitment Schedule

Open Date: May 7, 2015

First Review of Applications Date: June 1, 2015

Oral Panel Interviews: June 2015

### Compensation and Benefits:

The annual salary is \$78,700 - \$95,700 depending on qualifications.

### Current benefit features include:

#### CalPERS Retirement Benefit\*

- ♦ Classic Employees - 2.0% @ 60 benefit, 3 year final average compensation.
- ♦ New Employees - 2.0% @ 62 benefit, 3 year final average compensation.
- ♦ Required PERS contributions vary by plan. All required contributions are tax deferred.
- ♦ Cafeteria Benefits Plan for employees/dependents includes \$1,672 (effective 01/01/15) monthly to purchase medical, dental and vision plans provided through the Teamsters Health and Welfare Trust; child care and medical expenses can be paid for with pre-tax dollars.

A complete benefits summary can be found at Fremont.gov or by using this link: [Benefits Summary](#)

This position is represented by the Teamsters Local 856 bargaining unit. The probationary period for this position is 12 months.

\*Refer to CalPERS web site for complete definitions of Classic and New employees: [www.calpers.ca.gov](http://www.calpers.ca.gov)

### Selection Process:

The process may include a panel interview and other related test components. A comprehensive police background, including a polygraph exam, reference, and fingerprint checks, and medical clearance are required for this position. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.



**The City of Fremont is an Equal Opportunity Employer. Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs at least 5 days in advance of the selection process by calling (510) 494-4660.**

## FORENSICS SPECIALIST II - SUPPLEMENTAL QUESTIONNAIRE

### GENERAL INFORMATION:

The completion of this supplemental questionnaire is required for your application to be considered for the Forensics Specialist II position, and is an integral part of the examination process.

This supplemental questionnaire will be used to assess your experience as it relates to the position of Forensics Specialist II position. Your responses will be evaluated and will assist in determining which applicants will receive further consideration in the examination process.

**Your responses must be verifiable with the information on your application.**

### DIRECTIONS:

When you apply online you will be asked to respond to the following questions:

1. How many years of professional experience do you have performing latent print identification and classification, crime scene investigation, and forensic laboratory analysis in a local, county, state, or federal forensics laboratory?
  - ☐ None
  - ☐ Less than 1 year
  - ☐ 1 year to less than 2 years
  - ☐ 2 years to less than 3 years
  - ☐ 3 years to less than 4 years
  - ☐ 4 years to less than 5 years
  - ☐ 5 years or more
2. Do you possess, or are in the application process to obtain, an International Association for Identification (I.A.I.) certificate as a Certified Latent Print Examiner?
  - ☐ Yes
  - ☐ No
3. Do you possess a Bachelor's degree in forensic science, criminalistics, natural sciences, or a closely related field?
  - ☐ Yes
  - ☐ No
4. If you answered "Yes" to question 3, in which field is your degree?  

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5. Briefly describe your laboratory experience with the processing of different types of evidence in an effort to recover friction ridge detail.
6. Briefly describe your experience with friction ridge skin analysis and comparison.
7. Briefly describe your experience with photography, both as it pertains to the capturing of friction ridge detail in the laboratory, and as it relates to crime scene processing.
8. Briefly describe your experience testifying in court (please notate whether you have testified as a court qualified expert and if so, in which fields).